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Employer Perspectives on International Labour Migration and Development

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Background

- › The IOE is a business network representing national federations of employers worldwide in 150 countries
- › These come together to advocate for enabling enviro for enterprise creation and development
- › Industrial peace and harmony through better labour and social policy practices
- › Representation at the ILO
- › To share experience and best practice on issues affecting employers worldwide
- › Migration is a sensitive and complex issue
- › Growing phenomenon- Migrants are about 200 million in the world-(population of Brazil)



The Issues

- › Migration now affects all countries origin, transit or destination
- › Can be beneficial to all if well managed
- › Avoid a politically charged debate
- › Better to have focused and meaningful discussion on how to make migration a win-win situation for all

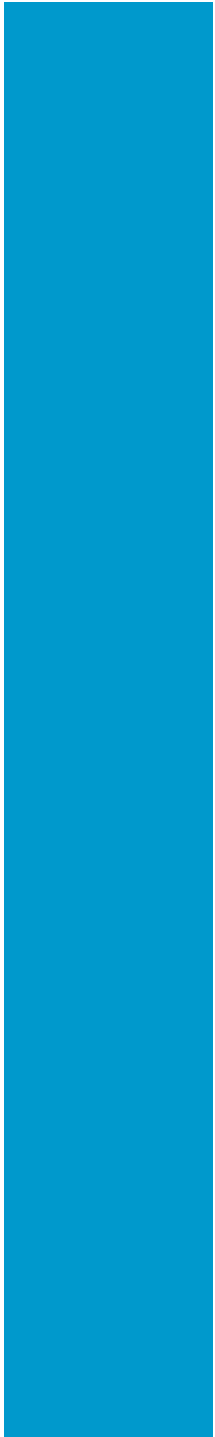


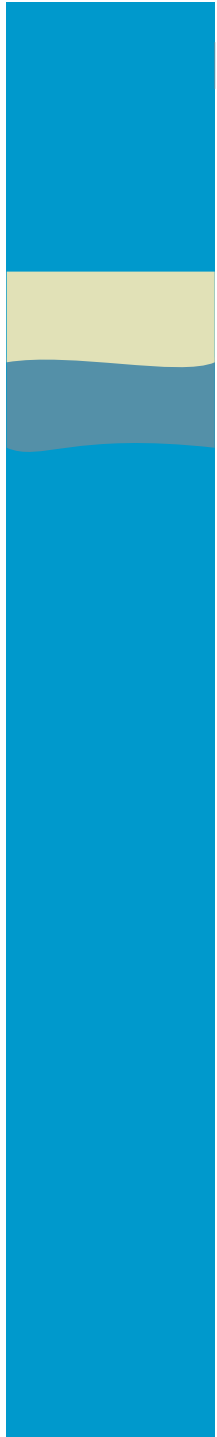
The Focus

How to address migration of skilled labour

- › Facilitate movement of professionals, managers in MNEs as part of the globalisation process
- › Global competition for talent enabling professionals to seek higher wages, better facilities, more opportunities for advancement, opportunities for education and research
- › Recognize this can lead to brain drain in sending countries

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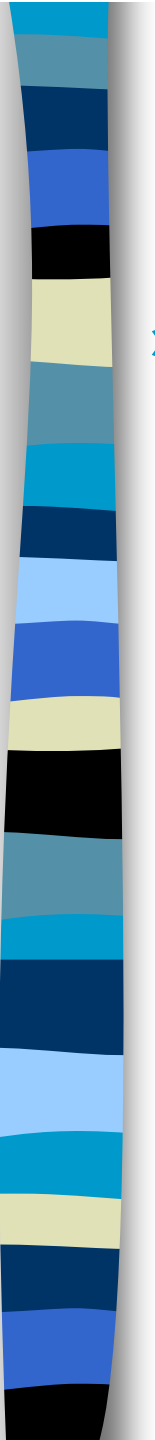
ILO response – Rights based but

- › ILO specific instr. Convention 97 and 143
- › Migration for Employment Convention
- › Migrant Workers Convention
 - J not widely ratified-97(42 countries), 143 (18 countries)
 - J migration has changed since 1949 and 1975 when they were adopted
- à The two should be merged and revised
- à Should provide for dev. of migration policy in consultation with social partners
- › Conclusions of Committee on Application of Standards of 1999 called for this.



ILO Response (continued):

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Policy responses at national level

- › **Coordination among government agencies is key**
 - **Interior and justice ministries deal with control and entry**
 - **Foreign affairs – humanitarian**
 - **Labour and social affairs – employment and integration**
- › **Cooperate on measures to**
 - **Create avenues for regular migration**
 - **Temporary migration – short stay visas**
 - **To meet labour needs of certain sectors**
- › **Social dialogue**
 - **Policies that are supported by citizens taking into account needs of the labour market-migration has an economic dimension-voice of private sector is key**
 - **To enable employers to have the manpower and the skills they need**
 - **Better integration of migrants into the job market- Fight against discrimination**



ILO contribution – Multilateral framework

- › **Promote cooperation in migration management**
- › **Between origin and destination countries**
- › **To address the root causes of emigration (push factors like lack of job opportunities)**
- › **Multilateral rather than unilateral approach**
- › **Promote active participation of the ILO's constituents in developing migration policies**
- › **Fight trafficking and smuggling**
- › **Voluntary return and reintegration**
- › **Recognition and respect of the rights of migrants**



ILO contribution – Multilateral framework (continued):

- › **ILO assistance in data collection as there is lack of data on migration**
- › **As migration is a labour market issue, promote studies on labour market needs**
- › **Cooperate with World Bank on use of remittances to promote micro-credit schemes to foster entrepreneurship and development**
- › **As remittances are in private hands we feel that the best approach should be conducive policies for investment**
- › **Coordination with other UN agencies**



THANK YOU

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